

PAY DIFFERENTIAL 248
STAFF PERSONNEL PROGRAM ANALYST RECRUITMENT AND RETENTION
DIFFERENTIAL – EXCLUDED EMPLOYEES

Established: 01/01/02

Amended: 01/01/05

CLASS TITLE	CLASS CODE	CB/ID	RATE	CRITERIA	EARNINGS ID	DEPARTMENT
Staff Personnel Program Analyst	5313	E98	5% 2.5%	1 2	8K66 8K83	Department of Personnel Administration

RATE
5% of current base salary; or 2.5% of current salary base salary.

CRITERIA
<p>Criteria 1:</p> <ul style="list-style-type: none"> Employee is responsible for a multiple-department classification and pay operations assignment and/or the development of personnel management programs and policies; or Employee's duties include staff support for one or more bargaining units including research, development, and presentation of management proposals in support of the collective bargaining process <u>and</u> Employee has been at the maximum of the salary rate for 12 qualifying pay periods and is recommended by the appointing authority. <p>Criteria 2:</p> <ul style="list-style-type: none"> In the event of lack of funds and/or staff reductions, the appointing authority may reduce the 5% pay differential rate to 2.5%, or may stop payment of this differential in its entirety for all qualified employees.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	Yes

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	No
IDL	Yes
EIDL	N/A
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No